



Harper College

1200 West Algonquin Road

Palatine, Illinois 60067

MEMO

To: Corporal Mike Healy #804
From: Deputy Chief R. Walker #801
Date: December 5, 2018
Re: Verbal Written Warning (downgraded by 800)

On November 13, 2018 you emailed me about a two interactions you had with Officer Schmidt. In summary, you passed Officer Schmidt in the hallway at the entryway to the Operations Center and that officer Schmidt ignored you and passed "well within my personal space", caused you "discomfort". This had occurred the night before. On November 13, 2018, the same thing occurred and that you greeted Officer Schmidt with no response from him. You then said to Officer Schmidt "Stu, I greeted you, did you not notice?" Officer Schmidt then replied back, "So". You then state that Officer Schmidt's "ongoing enmity toward me has reached the point of discourteous treatment and shows a willful refusal to maintain any semblance of cooperation with me".

On November 14, I received a follow up e-mail from you. You said you had a conversation with another officer who reminded you that you had slammed the door to the Operations Center and to the locker room. Officer's Schmidt's lack of response to your greeting made you upset and you did not recall this action until you had a conversation with another officer.

Information was gathered from other staff members who were present. The Harper College Human Resources Department was consulted on the resolution of this incident.

Your actions created a concern among staff. Your reaction in this instance is not acceptable and does not meet Department expectations of conduct as listed below.

Harper College Police Department Policy 321.5.9.(m) states; Any other on or off duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon the department or its members.

Harper College Police Department Policy 321.5.9.(n) states; Cooperation between ranks and units of the Department is essential to effective law enforcement. Therefore, each employee is strictly charged with establishing and maintaining cooperation with other employees of the Department.

Your response by slamming doors is not acceptable. As a Corporal, you have the responsibility to show a positive example in all situations that may develop.

Harper College expects you to adhere to Harper College Board of Trustee policies, departmental policies and procedure and our institutional core values. Continued failure to improve your performance may lead to further disciplinary action up to and including termination from employment.

My signature below verifies that I have reviewed this Letter of reprimand with my supervisor and that I have been provided with a copy.

Employee: _____

Date: _____

Supervisor: _____

Meeting Summary

12/7/18: Meeting with Cpl. Healy, Chief and D/C.

Discussed the behavior of Cpl. Healy slamming the doors after he believed Officer Schmidt did not properly acknowledge his greeting. Also went over the expectations of a Corporal in relation to setting a positive example. Mike denied he has an anger management issue and declined the offer of EAP. Cpl. Healy and Officer Schmidt's lack of proper work relationship was discussed and how it has developed to this point. Cpl. Healy was receptive to sitting down with Officer Schmidt. Cpl. Healy was informed that HR was consulted in this matter.

Cpl. Healy was issued a verbal written warning for violation of HCPD Policy 321.5.9 (M)(N).

12/7/18: Meeting with Officer Schmidt, Chief and D/C.

Discussed the interaction between Cpl. Healy and Officer Schmidt which lead to the slamming of doors by Cpl. Healy. The lack of a proper working relationship between the two and how it has developed to this point was discussed. Officer Schmidt cited instances where he believed that Cpl. Healy was not treating him properly, starting with time in field training, report review and scrutinizing his overtime when it was none of his business. We discussed the importance of maintaining a proper professional relationship under HCPD Code of Conduct Policy 321. Officer Schmidt was informed that HR was consulted in this matter

Officer Schmidt was receptive to sitting down with Cpl. Healy.

12/13/18: Meeting with Cpl. Healy, Officer Schmidt, Chief and D/C.

Goal: To talk about issues between them and to clear a path, moving forward to have a relationship that is professional and not detrimental to HCPD by having it effect other employees.

Chief made it clear that all employees are to treat each other with respect during interactions and when conversing with others. Both informed that HR was consulted in this matter.

Both spoke of issues between them that occurred the past 2 years. Starting with interactions when Stu was in field training and Mike was the FTO. Several cases where Stu felt he was being singled out by Mike. (report review, case investigation, scheduling OT) Mike noted instances where he believed Stu was not receptive to correction from Mike's role as Corporal. (report review, case investigation, patrol procedures) Mike stated he did make efforts to build team comradery buying lunch for members of the watch and that Stu did not participate. Stu said he did not participate because of reasons not related to their relationship issues.

Both agreed that this meeting was good for both of them. Both agreed they will start to make an effort to be cordial and professional towards each other.

In My Sights

DAVE SMITH

LETTING GO

Dwelling on regrets from the past won't do you any good; view them as learning tools and move on.

ONE OF THE THINGS I have had a hard time with all my life is letting go of things that bother me. Mistakes I made, wrongs done to me, lost opportunities, failed attempts, and a bunch of other things come to mind, and I find myself lying in bed obsessing over them. The problem is, those things are all in the past, over, done, and nothing can be done about them; yet there they are, in the here and now, occupying my mind and preventing me from looking forward to future opportunities, challenges, events, and activities that would make my life so much better.

It took me a long time to understand that sitting around percolating in anger for months and months about a written reprimand that I felt was unfair wasn't doing anything other than giving me a few more points on my blood pressure monitor. That captain who thought I needed a little "discipline" sure wasn't lying in bed thinking about the time he gave me a new entry in my permanent file. Allowing my mind to be preoccupied with such thoughts was an exercise in futility. I remember reading about how thoughts can make us either helpless or unstoppable, partly based on whether they are within our "Locus of Control" or not. "Locus of Control" means simply this: the things you can control. You can't control the past, but the "now" and the future are your choices, in your control, and you can take charge.

I know most of you are thinking that this is a lot easier said than done, and I am the first to say, "Amen." It is so easy to use such things as anger, remorse, revenge, and sorrow as an excuse to do nothing more than sit, stymied and angry, and ponder the "what ifs" the things we mighta, coulda, shoulda done or that others mighta, coulda, shoulda done to not hurt, offend, scare, or anger us.

Studies show that this kind of thinking is not only detrimental to our mental health, it steals our physical health as well and does nothing to improve our current or future lives. Further, pondering the past intensely is a form of "Condition White;" an internal mental process that can be broad, like thinking about the lunch you just ate, or narrow like when you are reflecting on how angry you are about the way your divorce is going. This is a dangerous mental state when you are in an unsecure environment.

We want everyone to constantly be in the important "Condition Yellow" while on duty; the broad external aware-



ILLUSTRATION: SEGUIN/BLAMELESSHIP

ness of the environment where we are "seeing" and not just "looking" at the world around us. It is this essential element of situational awareness that we know to be so critical to officer safety, as well as to effective criminal patrol techniques. Condition White, on the other hand, undermines situational awareness and your safety.

Another aspect of this topic that I encounter as I go about the country speaking to crime fighters is the large number of folks who have never forgiven themselves for a mistake they made, and it preoccupies them, often to the point that they have sought professional help. PTSD is a verdict tossed out today, often like some "Rubber Stamp" the psychological community uses, but I find that this past oriented self condemnation is more than just a trauma; it is the way we use hindsight bias to judge ourselves. We act as if we should have known all along that the suspect was predictable, or should have perceived this or that threat, when in reality we

never could have known this information going forward in time.

So here is something I want you to try if any of the above sounds like you: first, decide to live in the now, dealing with the things you CAN control. The past is past, and the famous optimistic maxim "Shit happens" applies here. Bad things happen, we make mistakes, being human sucks, and on and on, so decide you want to move on...and move on.

Once you make that decision, the next step is forgiving the ones who hurt you...starting with you. OK, you screwed up; welcome to the party. It is over. Learn from it and move on; focus on today, plan for tomorrow. Visualize what you would have done in retrospect and say to yourself, "OK, next time I will handle it that way." Admit it really hurt you, just like your divorce, your reprimand, your breakup, whatever it may be, and then decide that the next time you will do things differently.

Victim-based thinking is living in the past, but you have chosen the Warrior's Path. Solve it fully focused on the future, and live life to the max. The power to decide is a superpower, and I can tell you from personal experience, it works. Stay safe.

Dave Smith is an internationally recognized law enforcement trainer and is the creator of "JD Buck Savage." You can follow Buck on Twitter at @thebucksavage.



For more humorous anecdotes go to
www.PoliceMag.com/davesmith

MEMO

To: Corporal Mike Healy #804
From: Deputy Chief R. Walker #801
Date: December 5, 2018 *MH801*
Re: Letter of Reprimand (Written Warning)

On November 13, 2018 you emailed me about a two interactions you had with Officer Schmidt. In summary, you passed Officer Schmidt in the hallway at the entryway to the Operations Center and that officer Schmidt ignored you and passed "well within my personal space", caused you "discomfort". This had occurred the night before. On November 13, 2018, the same thing occurred and that you greeted Officer Schmidt with no response from him. You then said to Officer Schmidt "Stu, I greeted you, did you not notice?" Officer Schmidt then replied back, "So". You then state that Officer Schmidt's "ongoing enmity toward me has reached the point of discourteous treatment and shows a willful refusal to maintain any semblance of cooperation with me".

On November 14, I received a follow up e-mail from you. You said you had a conversation with another officer who reminded you that you had slammed the door to the Operations Center and to the locker room. Officer's Schmidt's lack of response to your greeting made you upset and you did not recall this action until you had a conversation with another officer.

Information was gathered from other staff members who were present. The Harper College Human Resources Department was consulted on the resolution of this incident.

Your actions created a concern among staff. Your reaction in this instance is not acceptable and does not meet Department expectations of conduct as listed below.

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Your response by slamming doors is not acceptable. As a Corporal, you have the responsibility to show a positive example in all situations that may develop.

Harper College expects you to adhere to Harper College Board of Trustee policies, departmental policies and procedure and our institutional core values. Continued failure to improve your performance may lead to further disciplinary action up to and including termination from employment.

My signature below verifies that I have reviewed this Letter of reprimand with my supervisor and that I have been provided with a copy.

Employee:

Date:

Supervisor:

12/7/18

Randal Walker

From: Beverly Riley
Sent: Friday, November 30, 2018 1:27 PM
To: Claude Casaletto; Randal Walker
Subject: Discussion
Attachments: Template for Verbal.doc; Template for written warning.doc

Claude and Randy,

I read through the materials you gave me. Issuing a Letter of Warning to Officer Healy and a verbal counseling to Officer Schmidt makes sense to me. However unless you have compelling documentation in your office, based on what I read, it seems premature to support a mandatory anger management course. I suggest you share with him that continued behavior could lead to more disciplinary action and may include a mandatory anger management class. Let me know if you'd like to discuss further. I am happy to review your drafts and walk through how we usually handle the disciplinary process at Harper if you'd like.

Thank you and enjoy your weekend.

Bev Riley, SPHR, SHRM-SCP
Employee Relations Manager
William Rainey Harper College
1200 West Algonquin Road
Palatine, Illinois 60067
847-925-6218

Randal Walker

To: Michael Healy; Stu Schmidt
Cc: Claude Casaletto
Subject: November 13

Cpl. Healy and Officer Schmidt,

Please be available to meet the Chief and I on the below date and time.

Officer Schmidt; Friday December 7 @ 0900 hrs.

Cpl. Healy; Friday, December 7 @ 1515 hrs.

Thank you.

Randy Walker
Deputy Chief of Police
Harper College Police Department
1200 W. Algonquin Road
Palatine, Illinois 60067
847-925-6789
rwalker@harpercollege.edu

To: Chief Casaletto

11/27/18

From: D/C Walker

Re: November 13, 2018 Incident

On Tuesday, November 13 at approximately 2300 hours there was an incident involving Cpl. Healy and Officer Schmidt in the Operations Center entryway. I was first alerted of this incident by Cpl. Healy. I then received an email from Officer Schmidt, via Cpl. Koch. After I received emails from Cpl. Healy and Officer Schmidt, I requested e-mails from Officer Hegland and CSO Legge. A email was also received (after a request) from CSO Siepierski about a alleged incident he was part of with Cpl. Healy.

(All e-mails are attached)

Summary: Cpl. Healy passed Officer Schmidt in the hallway at the entry to the Operations Center. Cpl. Healy claimed that Officer Schmidt ignored him and passed by "well with in my personal space", causing him "discomfort". Cpl. Healy states this occurred the night before also. Cpl. Healy said he "greeted" Officer Schmidt. He then asked Officer Schmidt, "Stu, I greeted you. Did you not notice? Officer Schmidt then replied to him, "So". Cpl. Healy states that Officer Schmidt's "ongoing enmity toward me has reached the point of discourteous treatment and shows a willful refusal to maintain any semblance of cooperation with me". The next day, I received a follow up e-mail from Cpl. Healy where he, after talking with another officer, was told he slammed a door after this encounter. Cpl. Healy said he was unaware that he had done so.

Officer Schmidt e-mail states he was going into the dispatch room to retrieve his water bottle. Cpl. Healy said something but did not know it was directed at him. Cpl. Healy asked "Why didn't you acknowledge me?" and Officer Schmidt responded "ok". Officer Schmidt then said Cpl. Healy "slammed" the door so hard that it "shook" the wall. Officer Schmidt found his tone and demeanor extremely unprofessional. Officer Schmidt then mentioned an incident that CSP Siepierski told him about with Cpl. Healy that occurred several months ago. (See Siepierski email)

See e-mails from CSO's Legge, Siepierski and Officer Hegland (sent two emails).

Randal Walker

From: Claude Casaletto
Sent: Friday, November 16, 2018 2:57 PM
To: Michael Healy; Stu Schmidt
Cc: Randal Walker
Subject: Incident Findings

I wanted to reach out to the both of you regarding the incident that transpired between the two of you earlier this week. Myself and D.C. Walker are in the process of getting all the information together. I will be be out of town all of next week, however the following week we will come to any conclusions that arise from the investigation. Thank you for your patience in this matter.

Claude M. Casaletto
Chief of Police
Harper Community College
FBI NA #230
1200 W. Algonquin Road
Palatine, IL. 60067

(2)

Randal Walker

From: Randulf Hegland
Sent: Friday, November 16, 2018 7:09 AM
To: Randal Walker
Subject: RE: 11/13/18

Morning Again Deputy Chief, I had a conversation with CSO, Legge regarding this email. CSO reminded me about the door being slammed and said nothing further. I immediately recalled the door to the radio room was closed very hard. CSO, Legge was showing me at the time how to download photographs from my cellphone to the computer in the radio room. I looked up when I heard the door slam but nothing further.

From: Randal Walker
Sent: Wednesday, November 14, 2018 10:25 AM
To: Randulf Hegland <rhegland@harpercollege.edu>
Subject: 11/13/18

Randy,

Please e-mail me what you observed in the Operations Center on 11/13/18 at approx. 2300 hours between Officers Healy and Schmidt.

Thank you.

Randy Walker
Deputy Chief of Police
Harper College Police Department
1200 W. Algonquin Road
Palatine, Illinois 60067
847-925-6789
rwalker@harpercollege.edu

Randal Walker

From: Patrick Legge
Sent: Thursday, November 15, 2018 12:18 AM
To: Randal Walker
Subject: RE: 11/13/18

Sir,

Below is a summary of what I observed in the operations center on Yesterday, November 13th, 2018. At approx. 2300hrs.

I was finishing my shift, and had just completed pass down with CSO Siepierski.

During the previous minutes Officers Hegland, Schmidt, and Sieperski had walked in & out of the Operations center a few times, getting water, and just doing the general pre-shift activities. I had called Cpl. Healy on the radio and he had come in to retrieve my training request, moments prior to me starting the phone project with Hegland.

After handing Cpl. Healy my Training request, I began to help Ofc. Hegland with a computer project, at the South/email Workstation. I was standing behind Hegland's chair and CSO Siepierski was sitting at the North computer / LEADS workstation.

While working with Ofc. Hegland, I overheard the following dialogue between Cpl. Healy and Ofc. Schmidt.

- Cpl. Healy stood at the doorway, holding the B101 door open, and said something similar to, "Hey Stu, I said hello to you."
- Ofc. Schmidt responded from the B103 doorway, "Okay."
- Cpl. Healy then slammed the B101 door with enough force to shake the keys on the key wall, and shake the computer monitors.
- I jumped, and then looked around, and now was on high alert to what was occurring around me.
- I then heard the entrance to B105 slam open as well.

I was startled and honestly extremely uncomfortable.

Let me know if you need anything further.

Respectfully,

Patrick Legge
Community Service Officer
Harper College Police Department
1200 W. Algonquin Road
Palatine, Illinois 60067
(847) 925-6330
PLegge@HarperCollege.edu

Randal Walker

(1)

From: Randulf Hegland
Sent: Thursday, November 15, 2018 11:50 PM
To: Randal Walker
Subject: RE: 11/13/18

Good Morning Sir, To the best of my recollection, I did not observe nor heard any type of an event between Corporal Healy and Ofc Schmidt. The only event I recall while in the Operations Center was a brief conversation between Ofc Larson and CSO Legge about the updated call in for manpower which took place prior to 2300 hours. Sincerely Yours, Ofc Randy #806.

From: Randal Walker
Sent: Wednesday, November 14, 2018 10:25 AM
To: Randulf Hegland <rhegland@harpercollege.edu>
Subject: 11/13/18

Randy,

Please e-mail me what you observed in the Operations Center on 11/13/18 at approx. 2300 hours between Officers Healy and Schmidt.

Thank you.

Randy Walker
Deputy Chief of Police
Harper College Police Department
1200 W. Algonquin Road
Palatine, Illinois 60067
847-925-6789
rwalker@harpercollege.edu



From: Randal Walker
Sent: Wednesday, November 14, 2018 10:26 AM
To: Patrick Legge <plegge@harpercollege.edu>
Subject: 11/13/18

Patrick,

Please e-mail me what you observed in the Operations Center on 11/13/18 at approx. 2300 hours between Officers Healy and Schmidt.

Thank you.

Randy Walker
Deputy Chief of Police
Harper College Police Department
1200 W. Algonquin Road
Palatine, Illinois 60067
847-925-6789
rwalker@harpercollege.edu

Randal Walker

From: Thomas Koch
Sent: Wednesday, November 14, 2018 9:16 AM
To: Randal Walker; Claude Casaletto
Cc: Diane Talsma
Subject: FW: Dispatch incident

FYI...

This incident took place in dispatch last evening and was forwarded to me. Due to its nature and it involving someone of my peer rank. I believe you would want to handle it at your level.

Cpl. Thomas Koch
Harper College Police
1200 W. Algonquin Road
Palatine, Illinois 60067-7398
Work (847) 925-6330
Fax (847)925-6646

From: Wojciech Siepierski
Sent: Wednesday, November 14, 2018 6:59 AM
To: Thomas Koch <tkoch@harpercollege.edu>
Subject: Dispatch incident

Corporal Koch,

I wanted to let you know that I found it troubling that Corporal Healy from 2nd shift came into dispatch last night 11/13/18 and he displayed strong emotional outburst when he was addressing officer Schmidt. He confronted Officer Schmidt on why he did not acknowledge him when he said "hello", then as he was leaving dispatch he slammed the door hard enough to shake the wall. He seemed highly agitated.

Wojtek Siepierski
Community Service Officer
Harper College Police
1200 W. Algonquin Road
Palatine, Illinois 60067-7398
Work (847) 925-6330
Fax (847)925-6646

Randal Walker

From: Thomas Koch
Sent: Wednesday, November 14, 2018 9:14 AM
To: Randal Walker; Claude Casaletto
Cc: Diane Talsma
Subject: 11/13/18 Dispatch Area Incident

FYI...

This incident took place in dispatch last evening and was forwarded to me. Due to its nature and it involving someone of my peer rank. I believe you would want to handle it at your level.

Cpl. Thomas Koch
Harper College Police
1200 W. Algonquin Road
Palatine, Illinois 60067-7398
Work (847) 925-6330
Fax (847)925-6646

-----Original Message-----

From: Stu Schmidt
Sent: Wednesday, November 14, 2018 8:17 AM
To: Thomas Koch <tkoch@harpercollege.edu>
Cc: Richard Nowaczyk <rnowaczy@harpercollege.edu>; Stu Schmidt <sschmidt@harpercollege.edu>
Subject: 11/13/18 Healy Incident

Corporal Koch,

I wanted to let you know about an incident that occurred last night inside of dispatch. Before my shift, I entered the room to retrieve my water bottle from the back. Mike said something but I didn't know it was directed to me at the time. He said in a loud angry tone, "why didn't you acknowledge me?" I replied, "ok." He then slammed the dispatch door so hard to shook the wall. I found his tone and demeanor extremely unprofessional and not would I expect from any officer, especially a Corporal. Lucky, the new CSO (Alan) wasn't in the room but Officer Hegland and CSO's Legge and Siepierski were there to witness.

Also later that shift, CSO Siepierski told me that Corporal Healy has been loud and demeaning when he angrily addressed him about 2 months ago.

I am sending this to you because my Corporal is on vacation but I did copy him to this email.

Stu

Sent from my iPad

Randal Walker

(1)

From: Michael Healy
Sent: Tuesday, November 13, 2018 11:50 PM
To: Randal Walker
Subject: Discourteous conduct

D/C

Two nights in a row I have greeted Officer Schmidt by name and in such close proximity to him as to make it impossible that he did not hear me. Both nights I was ignored as he walked past me, well within my personal space. It's been close enough to cause me discomfort though not close enough to actually make contact.

Tonight I asked him, "Stu, I greeted you. Did you not notice?" His response was "So?"

Policy 321.5.9(f) prohibits discourteous treatment of any member of this Department. 321.5.9(n) mandates cooperation between members of the Department. Officer Schmidt's ongoing enmity toward me has reached the point of discourteous treatment of me and shows a willful refusal to maintain any semblance of cooperation with me.

I am not filing a complaint against him but am notifying you of a building problem. My efforts to engage politely with him are being ignored. In the past the task of establishing rapport with him has been assigned to me. My efforts at doing so have been rebuffed. I am running out of ideas of how to bridge the gap between us and quite frankly don't believe it can be done with only one person's efforts involved.

While it's purely conjecture on my part to connect the two, his recent turn towards outright courtesy coincides with my efforts to resolve the overtime issue, which may impact some overtime assignments including his. Perhaps he has become aware somehow of the issue and is angry with me as a result.

I will gladly discuss this further with you if you wish.

Mike

Randal Walker

(2)

From: Michael Healy
Sent: Wednesday, November 14, 2018 3:39 PM
To: Randal Walker
Subject: RE: Discourteous conduct

D/C

As we spoke of, apparently I slammed the door to the operations center after speaking to Officer Schmidt, as pointed out by Officer Bukhari this afternoon. I was unaware I had done so.

With regard to Officer Schmidt's conduct, my primary concern is not that he lacks the common courtesy of acknowledging a greeting but instead that he has adopted a physical stance in my presence that makes me feel intimidated. Last night's encounter was in the hallway outside the operations center. There is enough space there that near-contact was not necessary

If it make your follow up any easier, the personnel present in the operations center were CSO Siepierski, Officer Hegland, Officer Schmidt, and myself

From: Randal Walker
Sent: Wednesday, November 14, 2018 1:02 PM
To: Michael Healy <mhealy1@harpercollege.edu>
Subject: RE: Discourteous conduct

Mike,

I will be looking into this.

Thank you.

Randy Walker
Deputy Chief of Police
Harper College Police Department
1200 W. Algonquin Road
Palatine, Illinois 60067
847-925-6789
rwalker@harpercollege.edu

From: Michael Healy
Sent: Tuesday, November 13, 2018 11:50 PM
To: Randal Walker <rwalker@harpercollege.edu>
Subject: Discourteous conduct

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